

RINGKASAN

Penelitian ini merupakan penelitian survei pada PT. Garuda Daya Pratama Sejahtera (GDPS) yang berada di Tangerang. Penelitian ini mengambil judul “Pengaruh Dukungan Rekan Kerja dan *Perceived Organizational Support* terhadap Transfer Pelatihan dengan *Motivation to Transfer* sebagai variabel mediasi”.

Tujuan penelitian ini adalah untuk mengembangkan dan menguji Dukungan Rekan Kerja dan *Perceived Organizational Support* akan pengaruhnya terhadap Transfer Pelatihan yang diperluas dengan mempertimbangkan *Motivation to Transfer* sebagai peran mediasi. Populasi dalam penelitian ini adalah karyawan PT. GDPS. Jumlah responden yang diambil dalam penelitian ini adalah 56 responden. Metode sampling yang digunakan adalah *purposive sampling*.

Berdasarkan hasil penelitian dan analisis data dengan menggunakan SEM (*Structural Equation Modelling*) menunjukkan bahwa : 1) Dukungan Rekan Kerja berpengaruh positif namun tidak signifikan terhadap Transfer Pelatihan, 2) *Perceived Organizational Support* berpengaruh positif signifikan terhadap Transfer Pelatihan, 3) Dukungan Rekan Kerja berpengaruh positif signifikan terhadap *Motivation to Transfer*, 4) *Perceived Organizational Support* berpengaruh positif signifikan terhadap *Motivation to Transfer*, 5) *Motivation to Transfer* berpengaruh positif signifikan terhadap Transfer Pelatihan, 6) *Motivation to Transfer* memediasi pengaruh positif signifikan Dukungan Rekan Kerja terhadap Transfer Pelatihan, 7) *Motivation to Transfer* memediasi pengaruh positif signifikan *Perceived Organizational Support* terhadap Transfer Pelatihan.

Kata Kunci : Dukungan Rekan Kerja, *Perceived Organizational Support*, Transfer Pelatihan, *Motivation to Transfer*.

SUMMARY

This research is a survey research at PT. Garuda Daya Pratama Sejahtera (GDPS) located in Tangerang. This research takes the title "The Influence of Peer Support and Perceived Organizational Support towards Transfer Training with Motivation to Transfer a mediating variable".

The purpose of this study was to develop and test Peer Support and Perceived Organizational Support of its effect on the extended Transfer of Training with consideration Motivation to Transfer a mediating role. The population in this study are employees of PT. GDPS. The number of respondents taken in this study were 56 respondents.

The sampling method used is purposive sampling. Based on the results of research and data analysis using SEM (Structural Equation Modelling) shows that: 1) Peer Support has a positive but not significant effect on Transfer of Training, 2) Perceived Organizational Support significant positive effect on Transfer of Training, 3) Peer Support has a significant positive effect on motivation to Transfer, 4) Perceived Organizational Support significant to motivation to Transfer, 5) Motivation to Transfer significant to Transfer Training, 6) Motivation to Transfer mediates a significant positive effect of Peer Support on Training Transfer, 7) Motivation to Transfer mediate a significant positive effect Perceived Organizational Support on Training Transfers.

Keywords: Peer Support, Perceived Organizational Support, Training Transfer, Motivation to Transfer.